DOCUMENT RESUME

ED 326 747 CE 056 855

TITLE Vocational Training and the New Information Technologies. Work Programme 1985-1988. Communication by the Commission to the Council.
INSTITUTION Commission of the European Communities, Brussels (Belgium).
PUB DATE 18 Apr 85
NOTE 19p.
PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Community Action; Demonstration Programs; Educational Policy; Educational Research; Exchange Programs; Foreign Countries; *Guidelines; *Job Training; Postsecondary Education; *Program Development; Research Methodology; Secondary Education; *Technical Education; Technological Advancement; *Vocational Education
IDENTIFIERS *European Community

ABSTRACT

This guide contains information on community action programs for vocational education for members of the European Community. Following an introduction to the concept of community action for vocational training in the new information technologies, the guide outlines the features of community action. These include a training policy, a network of demonstration projects, a concerted research program, and exchanges and study visits. The final section provides information on organization of the program. A financial sheet in French is appended. (KC)

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ED326747

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(85) 167 final
Brussels, 18 April 1985

COMMUNICATION BY THE COMMISSION TO THE COUNCIL

VOCATIONAL TRAINING AND THE NEW INFORMATION TECHNOLOGIES

Work Programme 1985-1988

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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I. INTRODUCTION

1. The economic growth of the European Community, and its industrial performance, depend to a large extent on the quality of its human resources, their skill, enterprise and versatility. These have always been at a premium, but never more so than now. The Community's competitive edge will be at risk and severely hampered by failure to develop its human resources. And there is widespread concern throughout the Community about the urgent need for a much more vigorous and concerted effort to ensure that, both for the immediate short term as well as for the long term, an adequate supply of properly qualified and trained persons is available to meet the new challenges. The massive potential of the Community's labour force to contribute to and benefit from the wholescale introduction of new information technologies must be a fundamental consideration in developing both community and national policies.

2. The effect of new technologies is pervasive; the applications of new technologies in old established industries are as important as the new technologies industries which are emerging from recent discoveries. Such pervasiveness means that education and training for new technologies must be looked at on a broad front. This is an essential element therefor in the Commission's overall strategy. Within this approach, it is evident that vocational training policies must be adapted to respond to the new and rapidly changing requirements and it is with this in view that the Commission now presents its work programme for the implementation of the measures agreed by the Council for the period 1985-8. It is noted that the Commission has already approved its work programme for the same period regarding the introduction of new technologies in the school systems of the Community (COM(84) 722).

3. The issues involved in vocational training and technological change, especially new information technologies, have already been raised within the Council of Ministers and the European Council (1). In order to follow up these political commitments Commission staff have discussed this work programme with the social partners as well as with Directors General of Vocational Training Policy from all Member States. Careful account has been taken of the different views expressed on the most effective ways of organising the Commission's activities to ensure an effective effort in this field. The Advisory Committee for Vocational Training, tripartite in character, will continue to advise the Commission on the progress in implementing this work programme. In this context the Commission considers that it is essential that CEDEFOP should provide technical support to the work programme and that due account should be taken of these factors in the three year work progamme of CEDEFOP for 1986-1988 as well as its immediate programme for 1985.

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(1) Council Resolution of 2/6/83 concerning vocational training resources relating to new information technologies (OJ N° C 166 25/6/83)

Conclusions of the Council of 7/6/84 concerning Technological Change and Social Adjustment (COM(84)6 final)

Community Medium Term Social Action Programme (OJ N° C 175 of 4/7/84)

Conclusions of European Council of 25-26/6/84 (SI(84)462)

Council Resolution on Vocational Training Policy in the European Community in the 1980s (OJ N° C 193 of 20/7/83).

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4. Community action concerning vocational training in the new information technologies is only one of the aspects of the overall strategic programme which is being developed by the Commission with a view to ensuring that sufficient account is taken of the human resources needed to meet the challenges of technological change and industrial innovation.

Three other complementary aspects should be taken into account:

(i) measures relating to the introduction of the new information technologies in the school systems (COM(84) 722) and the wider efforts at Community level to improve the transition of young people from school to adult and working life;

(ii) the development of proposals during 1985 by the Commission on cooperation between industry and universities in respect of further training in the new information technologies (1), building on the results of the Conference organised by the Commission in cooperation with the Irish authorities in Galway, Ireland in December 1984;

(iii) the various Community initiatives to promote positive action on behalf of women.

5. The overall strategic programme on education and training must also be linked to the other Community actions in the field of new information technology, notably in industry, R&D and innovation - ESPRIT (2), the multiannual data-processing programme (3), FAST/II (4), the 3-year plan for transnational infrastructure for innovation and technology transfer BRITE (5), RACE, and also its work on employment, the organisation of work and working conditions.

6. The present paper sets out the broad lines of Community action for the period 1985-1988, at the end of which a final report must be presented by the Commission to the Council.

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(1) COM (84) 6 final, §15 and Annex 32-37 and Doc. V/1523/84, 8.10.1984
(2) OJ N° L 81, 23.3.1984
(3) OJ N° L 126, 12.5.1984
(4) OJ N° L 293, 25.10.1983
(5) OJ N° L 353, 15.12.1983

II. COMMUNITY ACTION - THE MAIN FEATURES

7. Action undertaken at Community level should complement and enhance Member States' action "to promote the development of a common approach to the introduction of new information technologies which is simultaneously responsive to economic and technical needs and to the social effects such technologies generate" (OJ N° C 166/1, 25.6.1983). With due regard, therefore, to the role of the two sides of industry, the aim - as underlined in the general guidelines of the Council Resolution - is to integrate the new information technologies and the specific skills they involve into broadly-based training programmes, so as to facilitate access to continued employment, and even to improve employment opportunities. This basic policy must be implemented in conjunction with certain priority themes of general interest, namely :

(i) - meeting the needs of enterprises, in particular small and medium-sized undertakings, for example by experimenting with new approaches aimed at familiarizing and retraining management in the implications and potential uses of the new information technologies in undertakings;

(ii) - preparing young people for working life - in particular those whose qualifications are inadequate - through training measures designed in particular to:

. develop (content and methods) basic understanding of the main applications of microelectronic technology in data-processing and communications;

. equip young people seeking to work in microelectronics related occupations with the necessary job skills;

(iii) - helping skilled workers to retain or regain employment by means of measures to retrain production and maintenance staff affected by the automation both of manufacturing processes and of management and processes in the service sector;

(iv) - the training and re-training of women through innovative training measures aimed at facilitating their access to developing occupations in the field of technology where they are traditionally underrepresented.

8. This training policy will, however, succeed only if, at the same time :

(i) there is a concerted programme of analysis, research, monitoring and experimentation on the effect of technological change on existing jobs and qualifications, and on the new jobs and occupations which are emerging;

(ii) intensive consultations are held with a view to forward looking labour market management with the competent authorities and the two sides of industry at the various levels (including regional) of economic decision-making, bearing in mind that training in the new technologies will develop better in an environment that is informed and aware of the applications and consequences of these technologies, in particular as regards employment and working conditions.

9. These are the general objectives to be borne in mind when defining the nature and operational procedures of the Community action programme which, according to the Council Resolution, should take the form of:

(i) the implementation of a network of demonstration projects designed to encourage the transfer of experience and promising innovations between Member States;

(ii) the continuing exchange of ideas and experience between policy-makers and practitioners in defined areas of common interest;

(iii) an examination of vocational qualifications;

(iv) the exchange between Member States of specialists responsible for vocational training in new information technologies;

(v) the involvement of workers and/or their representatives in the process of introducing new information technologies into undertakings.

A. THE NETWORK OF DEMONSTRATION PROJECTS

10. The network will be designed to highlight the potential of promising new approaches in the different Member States with a view to improving the capacity of the traning systems to be adapted to meet the new challenges arising from technological change and industrial innovation.

1 - Themes of the network

11. The Council Resolution refers to the need to give particular attention to certain areas of common concern. These include (see § 7):

(i) - the needs of enterprises, especially of small and medium-sized firms;

(ii) - helping young people, in particular those whose qualifications are inadequate or unsuitable;

(iii) - helping skilled workers, whether unemployed or not, to remain in or find new employment;

(iv) - the retraining of women for re-entry into employment.

12. Following further consultation with the Member States as provided for by the Council Resolution, it is also proposed to add the following four areas identified to be of common concern:

(v) - the adaptation of traditional occupations to new production, maintenance and management situations by means of training;

(vi) - new occupations affected by the automation of production in manufacturing branches with intensive production methods; these are mainly jobs involving industrial applications of microelectronics (NC machine tool setter/operator/turner, automated production line operators and supervisors, CAD, etc.) and/or electronics, either in branches being restructured (motor vehicles, shipbuilding, steel, engineering, textiles and clothing, etc.), or in growth industries (e.g. plastics and composites, agriculture and foodstuffs);

(vii) - occupations in the tertiary sector, especially office automation and communications and, more generally, the technical and social management of information in enterprises;

(viii) - the training and the regular recycling of trainers who are going to provide training in relation to new information technologies, especially at technician and management level with a view to better linking such schemes developed by public institutions, firms or private training institutions to forward looking labour management.

2 - Operation of the network

13. The network will operate on the basis of three objectives: development, production and exploitation :

(i) The development objective

The network should have a multiplier effect on the largest possible number of training schemes set up in the fields selected in Member States.

The network will consist of a number of demonstration projects which have been identified in each Member State by the Commission, in cooperation with the national authorities, because of their innovatory potential and because they are linked with the mainstream of national training policy developments, including the recruitment and training of training instructors.

7

(ii) The production objective

Further work is required on what types of training to offer to the target groups referred to above, the conditions in which they can take advantage of the new technologies, and the implications for training instructors. This would be done in the course of the projects and should result in transferable "products". The lack of tested and proven reference material in this area is one of the major difficulties facing training organisations in the Member States.

The network will thus be used to promote joint work in depth on the following aspects:

. the development of various model courses (curricula and modules) leading to either :

  - new qualifications, or

  - the integration of new technology components into more traditional qualifications;

. the creation of relevant teaching tools to facilitate the training of instructors and the transmission of knowledge and skills;

. the systematic integration of periods on-the-job and periods in training centres;

. the development and use of tools for evaluation and assessment ... each one should take account of the point of departure of the various groups involved in the action programme.

(iii) The exploitation objective

Innovatory work undertaken to date in training for the new technologies has often been isolated from the mainstream of policy and practice, so that often the results of the work have not been fully exploited.

The Commission will arrange a process of evaluation of the projects in each Member State, which will in turn facilitate the transfer of experience on a Community-wide basis over a three-year period (1985-8). Selected in cooperation with the national authorities, the Commission will invite a specialised agency in each Member State to perform the following tasks:

- evaluate the group of reference projects which forms part of the overall network,

- report on the ways in which national policies are developing in the light of this experimentation, and

- participate in the organised process of exchange of experience with the national evaluators designated by other Member States.

Inter-project visits will be arranged and financed by the Commission so that there can be a thorough examination by practitioners of the different approaches followed in the various Member States, thereby providing a broader basis for joint evaluation. From time to time, special meetings will be held in each Member State to examine and disseminate the results of the evaluation process, and at an appropriate stage the Commission will arrange for a Community-wide concertation of experience.

B. OCCUPATIONS, QUALIFICATIONS AND TRAINING : OUTLINE PROGRAMME FOR CONCERTED RESEARCH.

14. It is necessary to increase the capacity for analysis and observation at Community level in respect of the impact of new technologies on employment and qualifications and, more specifically, on the contribution of vocational training to the preparation of human resources for the modernization of the industrial fabric - a subject discussed in November 1982 at the European Conference held in Berlin by the Commission, with the technical assistance of CEDEFOP (1).

A second field to be investigated, of increasing importance, concerns the educational strategies to be implemented and in particular, given the arrival of new occupations and the restructuring of traditional ones, the structure of training courses (e.g. the modular approach) and methods of teaching and validating knowledge and skills (e.g. utilization of new technologies as a training tool).

15. Preliminary work carried out for the Commission clearly shows that Community action in this field should consist less of launching a new series of studies than of a comparative analysis and appreciation of research work already carried out or under way in Member States with a view to producing a coordinated effort in the coming years at Community level. This is the purpose of this outline programme which, in respect of the various themes outlined below, will be implemented on a cooperative basis by the Commission, linking up the research efforts in several Member States and giving a European dimension to the subjects under study. The Commission will arrange, with the assistance of CEDEFOP, for the results of these various combined studies to be discussed and disseminated widely. Through this approach, it will be possible for the Commission in the coming period to build up progressively a systematic and continuing 'observatory' of changes in qualifications.

16. This outline programme will focus on the following set of priority issues :

(i) new occupations and sectors of activity with the objective of identifying changes in family of occupations and the relevant consequences for training brought about by technological change - both in terms of new emerging occupations as well as the adaptation of traditional ones. In its first phase this continuous and comparative examination will focus on the occupations affected by the automation of production and services, especially involving technicians and skilled workers;

(1) CEDEFOP - Technological change, employment, qualifications training - Berlin, 25/26 November 1982.

(ii) the regional and local management of human resources in the framework of forward looking labour management in relation to which the Community action should contribute to a better understanding of the inter-relationships between local and regional development under the impact of new information technologies on the one hand and the development of related training policies on the other hand. This activity - taking into account possible implications arising from the further enlargement of the Community as far as training needs are concerned - should be developed with a view to improving diagnostic skills in relation to the local and regional approach to problems involving the development and management of human resources;

(iii) the contribution of firms (or groups of firms) to on-the-job training insofar as the fulfilment of the training (and retraining) needs arising continuously from technological changes require a better coordination between policies and actions developed by State and Public Agencies and those implemented within firms or groups of firms. In this context particular attention will be paid to "multi-skilling" programmes and more generally to in-firm training schemes involving "polyvalent" skills. In a first phase priority will be given to the development of in-firm integrated schemes aimed both at retraining older workers and recruiting young people into linked work and training schemes;

(iv) the development of individualised training and open learning approaches with the objective of identifying the potentialities as well as the conditions required for setting up distance-training schemes based on new information and communication technologies. A key element in this activity will be to clarify the necessary links within such schemes between individualised training and work experience to take place in firms or other appropriate settings. A key product of this activity - next to the development of training packages - could be the setting up of a European data bank of training software;

(v) the development of modular training systems given the fact that retraining to master the new technologies reinforces the need for training approaches that are flexible enough to take into account previous practical experience, know-how and skills with the view to developing integrated training schemes. Such an approach - as exemplified already by the "unités capitalisables" in France or the "Bankkastensystem" in the Federal Republic of Germany - offers the opportunity for facilitating the design and the implementation of a system of credits specifically tailored to the specific needs of the trainees;

(vi) the assessment and certification of training and work experience insofar as a critical feature of the success of new approaches to training (both content and methods) is their recognition on the labour market with the difficulty that their innovative character does quite often conflict with traditional systems that are very frequently based upon or derived from formal education. This is especially true when considering, in relation to technological change, the need to rapidly adapt and adjust training. This issue is equally crucial in the context of the Community's effort to establish the necessary conditions for free movement of workers;

(vii) the training of management, workers and/or their representatives in the process of introducing new information technologies into firms with the view to improving their opportunity to participate efficiently in the examination of technological choices within firms or groups of firms. Such a training does appear indeed as a necessary condition for enabling a productive dialogue between social partners to take place and thus providing for fully developed training and retraining courses for those affected by these changes in employment and working conditions;

(viii) the training of trainers taking into account the need to improve both qualitatively and quantitatively the stock of trainers to be involved in developing innovative approaches regarding training content and materials as well as the role to be played in such a strategy by firms, private and public bodies.

17. As indicated above, this cooperative programme will be developed progressively, taking into account the work already initiated by the Commission. It will be established on a cooperative basis given the priorities already identified by the Commission on the advice of the Directors General for Vocational Training and the social partners. Through studies, seminars and exchanges of experience involving, where appropriate, technical assistance, the Commission intends to contribute to a process of pooling of the results of research throughout the Community.

C. EXCHANGES AND STUDY VISITS

18. An important part of the common vocational training strategy is the agreement by the Council to establish a new Community programme of study visits for "persons responsible for vocational training in new technologies" (1) and other "vocational training specialists" (2). The 1985 budget of the European Centre for Vocational Training (CEDEFOP) includes a sum for this purpose, and the Commission hopes that the programme may expand subsequently.

(1) JO N° C 166/1, 25.6.83
(2) JO N° C 193/2, 20.7.83

Basic principles

19. The study visits programme is a policy tool to assist in the implementation of the Community's vocational training strategy. Under the terms of the Council resolution adopted in July 1983, the Commission was invited to develop existing arrangements for the dissemination and exchange of information and experience between training authorities and practitioners, particularly in the case of promising training initiatives.

20. The programme therefore has three main objectives :

(i) to enable vocational training specialists to improve their understanding of specific aspects of vocational training policy and programmes in other Member States;

(ii) to generate continuing exchanges of advice, ideas and information between all those participating in the programme, including both the visitors and their hosts;

(iii) to enrich the flows of information between the Member States and at Community level. This would be especially useful in areas of innovatory activity related to Community policy priorities in the field of vocational training.

21. The Commission has decided to launch a single, integrated scheme which draws together the commitments contained in both Council Resolutions. Such an arrangement will be more cost-effective and easier to administer efficiently. The scheme will thus provide the framework for a variety of themes to be examined through study visits and, it is proposed, will in particular cover the following:

- vocational training and the introduction of new technologies;
- the vocational training of young people in the context of employment initiatives, especially at the local level.

In setting these 2 priorities, it will be important to ensure that grantholders are encouraged to examine measures for the promotion of equality of opportunity and the participation of women in training programmes leading to a wider choice of possible careers.

As a principle, equal participation of men and women in the programme should be the objective.

As regards training in the new information technologies specifically, and also with a view to the results of the feasibility study carried out for the Commission, the following themes have been indicated as possible subjects of enquiry by grantholders :

(i) automation in the motor vehicle industry and/or mechanical engineering, insofar as these sectors are undergoing major restructuring, with implications for wide-ranging changes in employment and substantial developments in qualifications;

(ii) training of technicians (e.g. in chemical and pharmaceutical industries, printing industries, etc.) who constitute an essential part of an employment policy which highlights skilled training;

(iii) training of the executive and management staff of small and medium-sized firms in the new information technologies, and more generally new companies in the service sector facing major expansion due to new information technologies;

(iv) training of worker representatives called upon to participate in the design and organisation of training programmes to facilitate the introduction of new information technologies in firms.

Management of scheme

22. The Commission has invited CEDEFOP to administer the scheme in view of CEDEFOP's important role as the organisation set up at Community level to provide, inter alia, technical assistance to the Commission in promoting exchanges of ideas and information in the vocational training field. On the basis of this arrangement, it is envisaged that each year the main lines of the scheme, in particular the priority themes to be covered, would be reviewed by the Commission in the light of an annual report on the scheme to be presented to the Management Board of CEDEFOP.

23. It is envisaged that the themes chosen initially should be regarded as the priority themes in respect of 1985 and 1986, allowing the possibility of change in respect of 1987. On the basis of experience during 1985-7 inclusive, a review of the objectives and modalities of the scheme would be initiated by the Commission in cooperation with the CEDEFOP Management Board. This three year period coincides fortuitously both with the duration of the new Community action programme and the next three year planning period for the CEDEFOP work programme.

Participants

24. In making their selection of candidates, Member States will be invited to ensure that participants chosen can act as "multipliers", that is, they should be persons who exercise responsibility at a certain level within Member States and whose expertise can be used to increase the awareness of others of policy and practice in other Member States. It is also important that they should cover all geographical areas of each Member State - as it is important that visits should be offered in each Member State.

25. So far as numbers of grantholders are concerned, it is anticipated that in 1985 a total of 120 grants could be awarded.

12

Reporting/Exploitation of Results

26. It is planned that a collective de-briefing session will be organised in each Member State for those returning from visits, in which the national authorities and the social partners would also participate as appropriate. This would concentrate on what participants from that Member state had learnt elsewhere in the Community, but could also take into account the findings of visitors to that country from other Member States.

Every one or two years the authors of the most interesting study visit reports would be invited to a seminar to be organised by CEDEFOP, so as to identify ways of further documenting the experience derived from visits abroad. In these different ways, it is envisaged that CEDEFOP will progressively extend its capacity as a key resource centre which can cue interested practitioners to promising experiences elsewhere in the Community.

III. ORGANIZATION OF THE PROGRAMME

27. To monitor the development of this work programme, and in particular to ensure the efficient management of the evaluation arrangements and to plan the concerted research effort, the Commission will arrange to meet regularly with a group consisting of the national policy coordinators designated in this field by the Member States and the representatives of the social partners. The task of this advisory group will be to help form strong links between the Community's activities and national policy initiatives, and to advise on ways of disseminating the results and experience as widely as possible. The group would thus lend its technical support to a coordinated development process which alone is capable of maximising the effectiveness of the actions. CEDEFOP will be invited to give its technical assistance to this end.

In addition, the Commission will continue to inform its Advisory Committee for Vocational Training of its plans and progress in this field. The Advisory Committee, tripartite in character, can also play an invaluable role in reviewing the implementation of this work programme and in disseminating the experience derived from joint action, and assisting in the dialogue between the social partners on the implications for training policy within the private sector.

FICHE FINANCIERE

1. Ligne budgétaire concernée

B 6331

2. Base légale

Résolution du Conseil du 19 juin 1983 relative aux mesures concernant la formation professionnelle et les nouvelles technologies de l'information (JO N° C 166 - 25.6.1983).

Pour mémoire:

- COM(84) 6 final: "Changement technologique et mutations sociales"
- Conclusions des Conseils "Education" (4.6.1984) et "Affaires Sociales" (7.6.1984), publiées au JO N° C 184 (11.7.1984).

3. Proposition de classification

Dépenses non obligatoires.

4. Description et justification de l'action

4.1. Objectifs

- contribuer au développement d'actions de formation professionnelle intégrant les technologies nouvelles face aux besoins en main-d'oeuvre qualifiée et à la nécessaire rénovation des tissus industriels dans la Communauté.

4.2. Personnes concernées

- formateurs et responsables de systèmes de formation, publics et privés
- personnes formées.

5. Nature de la dépense et mode de calcul

5.1. Nature

Frais et échanges d'experts et de consultants, séminaires, colloques et rapports, subventions, prestations de service, frais de collecte et de diffusion de l'information et de données d'expérience, analyses comparatives et études.

5.2. Calcul

voir tableau ci-après.

6. Incidence financière de l'action sur les crédits d'intervention

6.1. Echéancier (CE/CP)

1984	450.000
1985	500.000
1986	755.000
1987	860.000
1988	980.000

15

6.2. Part du financement communautaire

100%

6.3. Modalités de financement pour 1985

Une dotation de 500.000 ECU a été retenue par le Conseil (2ème lecture).

7. Observation

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8. Incidence financière sur les crédits de personnel et de fonctionnement courant

8.1. Personnel nécessaire dès 1985

2 A4/A5
1 B4/B5
1 C4/C5
dont actuellement
1/2 A4

à trouver par redéploiement interne, soit par l'octroi de nouveaux postes dans le cadre de leur disponibilité et en tenant compte des priorités de la Commission.

8.2.)
8.3.) voir budget de fonctionnement.
8.4.)

Budget prévisionnel (en milliers d'ECU)

	1985	1986	1987	1988
A. LES RESEAUX DE PROJETS DE DEMONSTRATION				
(i) évaluation des projets du réseau	pm(1)	pm(1)	pm(1)	pm(1)
(ii) coordination entre les projets du réseau et les stratégies mises en oeuvre dans les Etats membres	"	"	"	"
(iii) Conférence européenne changement technologique/ qualifications/formation	55	65	30	-
	55	65	30	-
B. PROGRAMME - CADRE : NOUVEAUX METIERS, QUALIFICATIONS, FORMATIONS (Colloques, échanges d'expérience, études, etc...)				
(i) les nouveaux métiers et les secteurs d'activité	55	60	70	75
(ii) les NT et la gestion locale et régionale des ressources humaines	-	65	75	80
(iii) la FP aux NT intégrée aux entreprises	60	75	80	80
(iv) le développement de la formation à distance	100	120	140	160
(v) les systèmes modulaires et la formation aux NTI	95	100	110	135
(vi) la validation des acquis professionnels	-	50	70	90
(vii) la formation des employeurs, des travailleurs et leurs représentants	50	70	80	90
(viii) les NTI et la formation des formateurs	50	80	90	120
	410	620	715	830
C. LA DIFFUSION DES RESULTATS ET DE L'INFORMATION	35	70	115	150
TOTAL GENERAL	500	755	860	980

(1) les opérations d'évaluation seront assurées dans le cadre des dispositions de l'Article 3.2 de la Décision relative au Fonds Social Européen.